



THE SECRETARY OF VETERANS AFFAIRS

WASHINGTON
May 15, 2002

To All VA Employees

Our mission is to serve America's veterans and their families with dignity and compassion. As Secretary of the Department of Veterans Affairs (VA), I am firmly opposed to any behavior that may hinder VA from achieving the Department's mission. Harassment or discrimination is unacceptable.

Each employee must be valued and respected. If you believe that your rights have been violated, whether through a specific action(s) or a hostile work environment, I urge you to seek out the services that are available to you. To reach an Equal Employment Opportunity Counselor, contact your local Office of Resolution Management (ORM) field office by calling 1-888-RES-EE01 (1-888-737-3361). Additional information may be obtained by accessing "Prevention of Workplace Harassment" on ORM's web site at <http://www.va.gov/orm/aboutorm.htm>. I urge each of you to review this useful resource.

Our success in honoring and serving our Nation's veterans is dependent on promoting an environment that is free of harassment and discrimination. I expect every employee to be treated fairly, respectfully, and in full adherence with the laws governing Equal Employment Opportunity.

A handwritten signature in cursive script, reading "Anthony J. Principi".
Anthony J. Principi